

KOMU-TV

ANNUAL EEO PUBLIC FILE REPORT

The Purpose of this Annual EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KOMU-TV, Columbia, MO and is required to be placed in the public inspection file of this station and on its web site.

The information contained in this Report covers the time period beginning September 24, 2005 to and including September 30, 2006 (the "Applicable Period").

The FCC's 2002 EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy(including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

Appendix 1 to
Annual EEO Public File Report
Covering the Period September 24, 2005 - September 30, 2006
Station Comprising Station Employment Unit: KOMU-TV

Section 1: Vacancy Information

Full-Time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees From All Sources for This Position
Account Executive	MU Job List Web Site	6
Sr. Information Specialist	MU Job List Web Site	6
Production Assistant*	Internal transfer	4
TV Director	MU Job List Web Site	3
Computer Graphic Artist II	MU Job List Web Site	9
Production Assistant*	Internal transfer	1
Account Executive	MU Job List Web Site	4
Total Number of Persons Interviewed During Applicable Period:		<hr/> 33

* Under University of Missouri policy, certain positions are only open to University of Missouri Employees as was the case with this position

Appendix 2 to
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Covering the Period September 24, 2005 - September 30, 2006
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Section 2: Recruitment Source Information

Recruitment Source (Name, address, Telephone Number, Contact Person)	Total Number of) Full-time Positions For which this source was utilized.
<i>Alternative Community Training</i> tawntyd@hotmail.com	5
<i>Booneslick Technical Education Center</i> lmaupin@boonville.k12.mo.us	5
<i>Center Placement Vocational Counseling</i> James.woods@hs.jcps.k12.mo.us	5
<i>Columbia College Career Center</i> dgmalsen@emial.ccis.edu	5
<i>Division of Vocational Rehabilitation</i> shoskins@vr.dese.state.mo.us	5
<i>Division of Employment</i> jmcquitty@wfd.state.mo.us	5
<i>Employment Opportunities List</i> Mujobs.missouri.edu	5
<i>Florida State University</i> reception@admin.fsu.edu	5
<i>Hickman High School</i> alandes@columbia.k12.mo.us	5
<i>Office of Administration, State Diversity Recruit</i> Belinda.Rucker@oa.mo.gov	5
<i>Douglass High School Guidance Office</i> rhogan@columbia.k12.mo.us	5
<i>St. Louis Public Schools</i> Darrell.spencer@slps.org	5
<i>MO Career Center</i> Joyce.bryan@ded.mo.gov	5
<i>Missouri Division of Workforce Development</i> mcarr@wfd.state.mo.us	5
<i>Missouri River Regional Library</i> orschelnj@mrrl.org	5
<i>Moberly Area Community College</i> susiec@hp9000.macc.cc.mo.us	5
<i>Phillips Jr. College Placement Office</i>	5

rhorton@cci.edu	
Stephens College Career Services	5
heathermm@stephens.edu	
Surplus Property (MU)	5
fisherf@missouri.edu	
The Job Center	5
christinev@advent.org	
UHC Human Resources	5
rorahr@health.missouri.edu	
Columbia Career Center	5
kchristo@columbia.k12.mo.us	
Westminster College	5
hallg@jaynet.wcmo.edu	
Advent Enterprises	5
gregw@advent.org	
Linn State Technical College Career Services	5
careerservices@linnstate.edu	
Metro Business College Placement Office	5
janb@metrobusinesscollege.edu	
State Fair Community College Placement	5
stpierre@sfcc.cc.mo.us	
Harris-Stowe Career Services	5
mcneilw@hssc.edu	
St. Louis CC in Flo Valley Career Services	5
mgeorge@stlcc.edu	
Central Methodist Career Services	5
rcobb@cmc.edu	
Lincoln University Disability Services	5
washingt@lincolnu.edu	
Board of Probation and Parole, Columbia	5
Sarah.smith@doc.mo.gov	
SEMO Career Services	5
jlwestbrook@SEMO.edu	
American Women in Radio and Television	5
8405 Greensboro Dr., Suite 800	
McLean, VA 22102	
Asian American Journalists Assn.	5
1182 Market St., Suite 320	
San Francisco, CA 94102	
Black Culture Center – MU	5
813 Virginia Ave.	
Columbia, MO 65211	

<i>Emma L. Bowen Foundation</i>	
<i>for Minority Interests in Media</i>	5
1299 Pennsylvania Ave. NW, 11 th Floor	
Washington, DC 20004	
<i>Indigenous Broadcast Center</i>	5
810 E Ninth St.	
Anchorage, AK 99501-3826	
<i>International Women's Media Foundation</i>	5
1726 M Street NW, Suite 1002	
Washington, DC 20036	
<i>Missouri Broadcasters Assn.</i>	5
P.O. Box 104445	
Jefferson City, MO 65110-4445	
www.mba.org	
<i>National Association of Black College Broadcasters</i>	5
P.O. Box 3191	
Atlanta, GA 30302	
<i>National Association of Black Journalists</i>	5
University of Maryland	
8701-A Adelphi Rd	
Adelphi, MD 20783-1716	
<i>National Association. of Black-Owned Broadcasters</i>	5
1155 Connecticut Ave. NW Suite 600	
Washington, DC 20036	
<i>National Association of Hispanic Journalists</i>	5
1000 National Press Building	
Washington, DC 20045-2001	
<i>National Association of Minority Media Executives</i>	5
1921 Gallows Rd, Suite 600	
Vienna, VA 22182	
<i>National Lesbian and Gay Journalists Association</i>	5
1420 K Street NW	
Washington, DC 20005	
<i>Native American Journalists Association</i>	5
University of South Dakota	
414 E. Clark St.	
Vermillion, SD 57069	
<i>Native American Public Telecommunications</i>	5
P.O. Box 83111	
Lincoln, NE 68501	

<i>Radio and Television News Directors Association</i>	5
1600 K Street NW, Suite 700	
Washington, DC 10006-2838	
<i>South Asian Journalists Association</i>	5
Columbia Graduate School of Journalism	
2950 Broadway	
New York, NY 10027	
<i>Job Point</i>	5
1500 Vandiver Drive	
Suite 109	
Columbia, MO 65202	
<i>Association for Women in Communications</i>	5
780 Ritchie Highway, Suite 28-S	
Severna Park, MD 21146	

*KOMU-TV has broadcast 2-4 times per month announcements soliciting organizations who wish to receive information about job openings at KOMU-TV. To date no organizations have responded.

Appendix 3 to
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Station Comprising Station Employment Unit: KOMU-TV
Section 3 (Non-Vacancy Specific) Recruitment Activities Undertaken by KOMU-TV

Each year, KOMU-TV, along with KBIA-FM, presents a scholarship to the outstanding minority student in the Broadcast News sequence. The student must have the qualities of energy, enthusiasm, accuracy, and a desire to excel in journalism. The student selected must also have at least one year of school remaining. KOMU-TV's News Director, under consultation with a staff member from KBIA, makes the selection which is awarded in April of each year. In 2006 the scholarship was awarded to a female minority student currently enrolled at the University of Missouri's School of Journalism.

The KOMU-TV8 internship program exposes college students to the dynamic responsibilities of a television station's Promotion and Sales department. Interns work 15 – 20 hours a week with Promotion Managers to help promote the station's image and news. Responsibilities include writing spots for news and community events, helping maintain the station's partnerships with NBC and the WB, and conducting tours for various youth groups. Interns also represent the station at various community events. During the Fall 2005 semester three females and two males participated, during the Spring 2006 semester two females and one male participated, During the Summer 2006 semester one female and one male participated and starting in September two females will participate. Interns in the Sales Department work 15-20 hours per week acquiring skills in research, copy writing and production. The Sales Department had one female intern for the Fall 2005 semester and the Spring 2006 semester and one male for the Summer 2006 semester. In these internships, candidates develop the skills they need for a successful transition from school to their first promotional or sales position. A number of past interns have gained employment with KOMU-TV after graduation.

KOMU-TV's Director of Programming and Marketing attended a seminar on Personnel and Human Resources conducted by the Missouri Broadcasters Association on June 3, 2006.

KOMU-TV's ownership, The Curators of the University of Missouri, has an established practice of listing job vacancies for the station with the following groups whose membership include substantial participation of women and minorities.

American Women in Radio and Television
Asian American Journalists Assn.
Assn. for Women in Communications
Black Broadcasters Alliance
Black Culture Center – MU
California Chicano News Media Assn.
Emma L. Bowen Foundation for Minority Interests in Media
International Women's Media Foundation
National Association of Black College Broadcasters
National Association of Black Journalists
National Association. of Black-Owned Broadcasters
National Association of Hispanic Journalists

National Association of Minority Media Executives
National Lesbian and Gay Journalists Association
Native American Journalists Association
Native American Public Telecommunications
South Asian Journalists Association
American Women in Radio & TV
Association for Women in Communications